INSTITUTIONAL DEVELOPMENT PLAN

2023-2028

IIMT UNIVERSITY, MEERUT

TABLE OF CONTENT

- ❖ **ABOUT THE UNIVERSITY**

- ❖ **VISION AND MISSION**

- ❖ **CORE VALUES**

- ❖ **WORKPLACE VALUES**

- ❖ **SWOC ANALYSIS**

- ❖ **STRATEGIC VISION**

- ❖ **STRATEGIC PLAN**

ABOUT THE UNIVERSITY

A COMPLETE OVERVIEW

Established in 2016, IIMT University, Meerut, stands as the epitome of academic excellence in Uttar Pradesh. Renowned for its student-centric approach and innovative teaching methodologies, IIMT University has emerged as one of the best universities in the region, consistently ranking among the top universities in Uttar Pradesh and earning recognition in national rankings.

LEGACY AND RECOGNITION

IIMT University has secured its position as the best university in Uttar Pradesh, with accolades from various ranking bodies. Recognized as one of the Top NIRF Ranking Universities, the institution also boasts top positions in the ARIIA Ranking and NIRF Innovation Rankings released by the Ministry of Education, Government of India. Its rich legacy in academia, coupled with exemplary performance in national rankings, solidifies its status as a leader in higher education.

TECHNOLOGICAL ADVANCEMENTS

Driven by innovation, IIMT University prioritizes technological integration to enhance the learning experience. With state-of-the-art facilities and cutting-edge technology, the university provides students with access to the best resources and tools for academic success. From advanced LMS to high-speed internet connectivity across the campus, IIMT University ensures that technology is seamlessly integrated into every aspect of the learning process.

ACADEMIC STANDARDS AND ACCREDITATION

IIMT University is committed to upholding the highest academic standards. Accredited by the University Grants Commission (UGC), the institution adheres to stringent quality benchmarks

set by the regulatory authority. Its consistent performance in national rankings and accreditation reaffirms its dedication to providing quality education and fostering academic excellence.

PEDAGOGICAL APPROACH

At IIMT University, educational success is not just a goal; it's a journey guided by experienced faculty members. Armed with effective teaching methodologies and a student-centric approach, the faculty ensures that students receive the best possible education. Through evidence-based teaching practices and continuous professional development, IIMT University maintains high teaching standards and prepares students for success in their academic and professional endeavors.

INCLUSIVE LEARNING ENVIRONMENT

Diversity is celebrated at IIMT University, Meerut. The institution embraces inclusive learning strategies tailored to meet the needs of students from diverse backgrounds. Innovative teaching approaches cater to different learning styles and abilities, creating an environment where every student can thrive. IIMT University's commitment to inclusivity ensures that all students have equal opportunities for growth and success.

HANDS-ON LEARNING AND FUTURE READINESS

IIMT University goes beyond theoretical knowledge, offering hands-on learning experiences to prepare students for real-world challenges. Through practical training, students develop essential skills and gain valuable industry insights. The university's emphasis on experiential learning and interdisciplinary education ensures that graduates are well-equipped to excel in their chosen fields and contribute meaningfully to society.

IIMT University, Meerut, is synonymous with academic excellence and innovation. As the best university in Uttar Pradesh, it continues to set new benchmarks in higher education. With top rankings in national assessments and a commitment to inclusive learning, IIMT University is shaping the future of education and empowering students to realize their full potential.

VISION

To be a world - class university imparting knowledge and values and providing students, an excellent learning experience through research & innovation in the field of Science, Technology, Management and other areas that will meet the aspirations of world community.

MISSION

University stands for academic, professional and ethical empowerment of the youths by using the state-of-the-art technology, time-tested and innovative concepts, excellent infrastructure and internationally acclaimed facilitators.

CORE VALUES

The University's dedication to its vision and mission is expressed in the value-based behavior of its teachers, staff, and students across all performance areas. Values guide all aspects of university life. The University instills the ideals listed below in all of its activities:

Core values serve as a guiding force for academics, staff, and students, shaping their thought processes and behavior. They are:

1. Governance: Governance involves serving as a custodian or trustee while fulfilling tasks, exercising power and authority, and allocating resources for the benefit of stakeholders.

2. Excellence involves consistently offering outstanding quality in all aspects of performance while fostering intellectual progress.

3. Equality means including all segments of society and giving equal opportunities for higher education, employment, and other activities.

4. Authenticity entails carrying out obligations in a truthful and justifiable manner, as demonstrated by righteous conduct in all accomplishments.

5. Respect means remaining respectful of the organization, its employees, and beneficiaries, as well as while dealing with others.

6. Innovation entails an ongoing search for novel concepts in all areas of efficiency, enriched by variety in thoughts, activities, and leadership.

7. Sustainability is the concern for nature, the environment, and resource utilization in order to ensure a long-term, safe, and more prosperous future.

WORKPLACE VALUES

Workplace values guide moral and ethical behavior among teaching and non-teaching staff, and students.

- ❖ Proficiency in education, research, and innovation.

- ❖ Transparency and honesty in individual conduct, academics, and institutional processes.

- ❖ Discipline entails being truthful, consistent, punctual, and rule-abiding.

- ❖ Resilience - Consistent and earnest attempts to achieve targets despite all hurdles.

- ❖ Competency - Developing knowledge and abilities to complete tasks efficiently and successfully.

- ❖ Empathy - Being humane and treating everyone with dignity and respect.

- ❖ Teamwork - Collaborating to achieve a common goal amid all ebbs and tides.

- ❖ Conservation - The optimal use of resources and energy in order to minimize, reuse, recreate, rethink, and recycle the entire thing in the greatest feasible way.

SWOC ANALYSIS

STRENGTHS

1. Academic Reputation: Since its founding five years ago, IIMTU has established a solid reputation for academic brilliance, top-notch faculty, and pertinent programmes that have drawn both students and faculty members.

2. University has received UGC 2F and 12B recognitions in the 5 years of its inception.

3. ICT enables Green Campus: A vibrant ecofriendly campus with green landscape spanning 47 acres of land. The Campus is equipped with all modern facilities such as well-ventilated ICT enabled classrooms/ seminar halls, fully-maintained laboratories, Central Library, auditorium, cafeteria, Incubation & research centers, and student-centric zones.

4. Diverse Programmes: Students with a wide range of interests and professional goals can be served by providing a diverse range of programmes across multiple disciplines.

5. Innovative Curriculum: Students can be prepared for changing job markets through a curriculum that incorporates industry requirements, interdisciplinary approaches, and emerging trends.

6. Strengthened Innovation Ecosystem: IIMT UNIVERSITY has established Institute Innovation Council (IIC) in year 2018 in collaboration with Ministry of Education (MoE), Govt. of India at university level supported, by Institute Innovation Cell at each institution level under IIMTU-IIC to systematically foster the culture of Innovation amongst all Students of IIMT University.

7. Industry Collaborations: Students can gain exposure to the real world and opportunities for internships and placements through partnerships and collaborations with industries.

8. Research Initiatives: Faculty and students who are motivated by research and can be drawn to an active research culture with noteworthy contributions in a variety of fields. More than 80% of programmes have mandatory provision of research in their curriculum as dissertation/Project work to be completed through internshi

9. Infrastructure: State-of-the-art facilities, such as well-equipped labs,centre of excellences, Digital library, and ICT enabled classrooms, can improve the quality of education provided.

10. Faculty Expertise: Skilled instructors with in-depth knowledge of their disciplines can guarantee excellent instruction and guidance.

11. International Exposure: IIMTU is constantly pursuing partnerships with other countries, study abroad opportunities, and ways that international students can enhance the rich and diverse campus community. Inviting Ambassadors of various countries to the campus, worldwide, to exchange knowledge pertaining to academics, research, technological advancements and employment prospects is a regular feature since inception.

12. Student Support: Comprehensive student development can be facilitated by providing strong student support services, such as clubs, career guidance, personality development sessions, field visits, ideathons, heckathons, counseling, co- and extracurricular activities.

13. Technology Integration: Efficiency and student engagement can be increased through the effective use of technology in teaching, learning, and administrative procedures.

14. Alumni Network: Current students can receive networking opportunities, mentoring, and support from an active and prosperous alumni network called "Alma Shine."

15. Emphasis on Entrepreneurship: Students can be inspired to create their own businesses and projects by programmes and services that promote innovation and entrepreneurship. IIMTU is also running Minor Certification integrated with UG degree in Entrepreneurship and Innovation and UG degree in Entrepreneurship and Innovation.

16. Community Engagement: Volunteering, social initiatives, and community development projects can all help the university to make a bigger difference in the community.

17. Flexible Learning: You can meet the needs of a wide range of learners by providing flexible learning options like online courses, part-time programmes,

and continuing education.

18. Leadership and Governance: De-centralization of powers and E-governance: Stable operations and strategic growth can be facilitated by transparent governance and effective leadership at universities. E-Governance effectively implemented in Admission, Administration, Finance and Accounts & Examination system and LMS.\

19. Location: The University is located near NCR region, its usefulness is increased by its strategic location in relation to industry, cultural hubs, and research opportunities.

20. Social Impact: The University's reputation can be enhanced by programmes that tackle social issues and give back to the community.

21. Adaptability: Resilience and responsiveness are demonstrated by the capacity to quickly adjust to changing circumstances, such as the switch to online learning during the pandemic.

22. Research and Innovation Facilities: Committed research centre and incubator spaces that promote creativity and cross-disciplinary cooperation.

WEAKNESSES

1. Financial Resource Limitations: Private universities may have to deal with financial constraints that affect research projects, faculty hiring, and infrastructure development.

2. Faculty Retention: Due to competition from other institutions or industries that offer higher compensation, it may be difficult to draw in and keep highly qualified faculty members though IIMTU is working on strengthening staff welfare policy.

3. Affordability: When tuition costs are high and there are few options for financial aid, affordability can be a worry for students and their families.

4. Perceived Reputation: It can take time to establish and uphold a positive reputation, and it can be challenging to dispel unfavorable ideas about the institution's goals or the calibre of instruction.

5. Regulatory Compliance: The University's operations and reputation may suffer if it is unable to comply with the ever-changing regulatory requirements and accreditation standards.

6. Balancing Tradition and Innovation: It can be difficult to strike a balance between upholding academic traditions and embracing cutting-edge pedagogies.

7. Competition: To draw in students, staff, and funding, private universities must constantly set themselves apart in the competitive field of higher education.

OPPORTUNITIES

1. Adaptation to Digital Learning: Creating and put into practise strong online and hybrid learning models that guarantee student engagement andeducational continuity while utilising technology to improve the learning process.

2. Student-Centered Approach: By providing individualised learning pathways, extensive support services, and opportunities for experiential learning, this approach prioritises the success, well-being, and holistic development of students.

3. Quality Education: .Effective implementation of National Education Policy 2020. Offering an education that satisfies demanding research, academic and industrial requirements, emphasising problem-solving, critical thinking, active learning, and interdisciplinary approaches.

4. Career Readiness and Employability: Matching curriculum to industry demands and help graduates become employable through industry partnerships, internships, real-world projects, and practical skills.

5. Research and Innovation: Encouraging an environment that supports interdisciplinary cooperation, advances knowledge, and tackles societal issues through research and innovation.

6. Diversity and Inclusion: Fostering a welcoming and varied campus community that honours various ethnicities, vantage points, and worldviews in order to equip students for success in an increasingly interconnectedworld.

7. Values-based education: Integrating civic engagement, social responsibility, and ethics into the classroom to create graduates who are moral leaders and engaged members of the community.

8. Technology Integration: Making sure that faculty and students are proficient in using digital tools for learning and collaboration by skillfully integrating technology into teaching, research, and administrative processes.

9. Global Engagement: Creating international collaborations, study abroad chances, and cross-cultural encounters to broaden students' horizons and cultural acuity.

10. Community Collaboration: Addressing local issues, offer opportunities for service-learning, and support community development, work in partnership with nearby businesses, organisations, and communities. Successful implementation of NSS, NCC and UBA scheme.

11. Sustainability Initiatives: Through research projects, campus policies, and the integration of sustainability concepts into curricula, promoting environmental stewardship and sustainability.

12. Alumni Engagement: Establishing and nurturing a robust network of former students who assist present ones, encourage guidance, and add to the university's expansion and prestige.

13. Continuous Improvement: Creating a culture of continuous improvement by evaluating and revising curricula, programmes, and instructional strategies on a regular basis to accommodate changing student needs.

14. Flexible Learning Pathways: Accommodating a range of learning needs and preferences, provide flexible educational pathways like stackable credentials, microcredentials, and modular courses.

15. Data-Informed Decision-Making: Applying data analytics to guide strategic choices, improve the efficacy of instruction, and pinpoint areas that need improvement in a range of university operations.

16. Strategic Partnerships: Working together to improve research opportunities, gain access to resources, and tackle difficult problems with the help of industry partners, governmental organisations, and other institutions.

17. Crisis Preparedness: Creating thorough backup plans to deal with unforeseen events like medical emergencies, natural disasters, and interruptions to regular business operations.

18. Faculty Development: Giving professors continual chances for professional growth so they can improve their instruction, adopt new pedagogical strategies, and remain up to date in their disciplines.

19. Social Impact: Making a positive impact on society by volunteering, actively taking part in community development initiatives, and lending your expertise to solve urgent social issues.

20. Communication and Transparency: Keeping lines of communication open and transparent with all parties involved, such as the community at large, parents, alumni, teachers, and staff.

CHALLENGES

1. Financial Pressures: The main source of funding for private universities is tuition fees. Private colleges' financial stability may be put in jeopardy by declining enrollments due to geographical and other reasons, mounting financial burdens on students and their families, and heightened competition for students.

2. Technological Adaptation: The quick transition to blended and online learning has shown how unprepared many universities are for technology. It is crucial to invest in and use technology for administrative, instructional, and learning processes though IIMTU has already stepped in a long back towards automation, digitalization, adopting ICT and other technological advancements.

3. Quality Assurance and maintenance of quality parameters

4. Global Mobility Restrictions: The diversity and income of private universities are greatly enhanced by the presence of international students. International enrollments and campus diversity is to be facilitated.

5. Employability: In light of the current economic climate, families and

students are placing a higher value on graduates' employability.

6. Research Disruptions: Limited access to labs, archives, and fieldwork may cause research activities to be hindered.

7. Adapting Pedagogies: To accommodate online and hybrid formats along with offline teaching methodologies still requires much attention. To guarantee successful teaching strategies, faculty development, stress management of faculty members and training are required.

8. Government Policies: Modifications to the laws governing immigration, education financing, accreditation, and research funding may have a big influence on how universities run.

9. Cost Management: It can be difficult to strike a balance between cost effectiveness and academic quality and student experience, particularly when dealing with evolving learning environments and technology investments.

10. Changing Demographics: Changes in student demographics may result in altered enrollment trends, necessitating that colleges modify their curricula to draw and keep a diverse student body.

11. To combat the student diversity: Students come with various regions/ states and cultural backgrounds. It is challenging to train these regional language and Hindi speaking students in English language and developing their communication skills as per standard

STRATEGIC VISION

As a leading intensive organization, we have an excellent foundation on which to construct a robust education system and strive for excellence in order to rank among the top universities in the world.

- ❖ Outlining everlasting learning for education and success
- ❖ Research for social, national, and international significance
- ❖ Outcome Based Teaching and learning:
- ❖ Community's advancement through outreach and collaboration
- ❖ Initiatives for sustainability and green practices.
- ❖ Transforming education via equality, creative thinking and inclusiveness.

STRATEGIC PLAN

The long-term objectives that IIMT University has set reflect the changes in higher education, the needs of society, global challenges, and technologicaladvancements.

1. OUTLINING EVERLASTING LEARNING FOR EDUCATION AND SUCCESS

1.1. **DIGITAL TRANSFORMATION**:

To improve student learning through virtual labs, MOOCs platforms, online and blended learning, and other interactive platforms while guaranteeing flexibility, interest, and accessibility.

1.2. **CONTINUOUS LEARNING**:

To create programmes and projects that support lifelong learning, adjust to shifting job demands based on shifting global requirements, and enable educators, students, and alumni to retrain and upskill.

1.3. **RESEARCH FOR SOCIAL, NATIONAL, AND INTERNATIONAL SIGNIFICANCE**

To create interdisciplinary research centre, that bring together experts from various fields to work together, brainstorm, and conduct research in order to come up with creative solutions for pressing problems related to social, national and international significance.

1.4. **INNOVATION, INCUBATION AND STARTUPS**:

In order to foster innovation, incubation, and entrepreneurship, IIMTU will encourage the faculty members and students (UG, PG, and Ph.D.) to build an innovative ecosystem by using pre-incubation and incubation facilities.In addition to working on their creative ideas and establishing startups, , IIMTU also allows its students to participate in internships for startups that are supported by other accredited universities or incubators while they are enrolled in courses.

1.5. **DEVELOP A CULTURE OF INTERDISCIPLINARY RESEARCH**:

Interdisciplinary research is the integration of several academic disciplines into a single endeavor. It can lead to better results because it brings together different perspectives on research problems. collaboration with other reputrd research institutes should augmented for sharing the facilities.

1.6. **GLOBAL COLLABORATION**:

To build global alliances and partnerships to promote mutual understanding between cultures, cooperative research endeavours, and student exchanges that equip graduates for a world that is increasingly interconnected.

1.7. **ACADEMIA INDUSTRY INTERFACE**:

The academic-industry cooperation should be collaborative and complementary, as it is crucial for continued innovation, economic expansion, and the development of a skilled and engaged workforce.

Therefore, it is crucial to establish partnerships and collaboration deals with industry.

Establish a specialized cell to support industry-academia interactions.

Organize industry-specific workshops, seminars and other events to motivate faculty members and students

1.8. **RESEARCH FOCUSED ON HEALTH AND WELL-BEINGS**:

Health and well-being are essential for a thriving society. They comprise physical, mental, and social health, as well as the elimination of health disparities and the achievement of equitable healthcare.

Future research needs to attempt to establish fundamental linkages between lives and lifeworlds. Physical, social, cultural, physiological, and biological aspects of existence should be prioritized

1.9. **TARGET AREAS OVER THE NEXT FIVE YEARS:**

Artificial Intelligence and Machine Learning

Sustainable Developments and Climate Change

Drug Discovery, Infectious Diseases and Genetic Engineering

Indian Knowledge system

Technologically advanced materials

Technology incubators and Entrepreneurship and startups

Corporate Governance and Corporate

2. OUTCOME BASED TEACHING AND LEARNING:

The IIMT University is committed to using an effective approach to recognize quality professionals. The focus will be on hiring, retaining, and nurturing a diverse and collaborative workforce comprised of creative thinkers, strong communicators, and innovative problem solvers.

2.1. **DYNAMIC CURRICULUM DESIGNING**:

Designing of a flexible and dynamic curriculum that meets existing academic and professional standards. Employ a suitable combination of lectures, field trips, group projects, presentations, comprehensive reading, discussions, and practical training to foster learner-centric pedagogical engagement.

2.2. **FUTURE-FOCUSED TALENT DEVELOPMENT:**

The university intends to keep up its continuous efforts to bring in, develop, and maintain a bright and vibrant faculty. In order to promote excellence, faculty members will be given training opportunities to advance their knowledge and abilities.

2.3. Student Progression: Prioritization should be given to career counseling, projects, dissertations, startups, internships, cultural and scientific activities, holistic development, and campus placement.

IIMTU aim to maximize the opportunities for students to learn experimentally and become employable. Students will be equipped to face and overcome obstacles in real life.

3. COMMUNITY'S ADVANCEMENT THROUGH OUTREACH AND COLLABORATION

To strengthen relationships within the community through community-based research projects, outreach activities, service-learning programs, and initiatives which are centered on addressing community requirements and benefiting society.

The IIMTU is dedicated to giving everyone an opportunity for high-quality education.
The strategic plan consistently promotes engagement with the national and international communities in order to actively support these beliefs.
The leadership of the university will play a pivotal role in increasing and strengthening the involvement of constituents in outreach activities. They will also endeavor to establish long-lasting, mutually beneficial connections that contribute to mutual success.

4. INITIATIVES FOR SUSTAINABILITY AND GREEN PRACTICES

Considering a leadership role in the implementation of sustainable practices, including eco-friendly infrastructure, green campuses, sustainable operations, and environmental sustainability-focused courses.

4.1. **TECHNOLOGY ENRICHMENT IN THE ADMINISTRATIVE AND EDUCATION SYSTEMS**:

To assure quality and efficiency, the multidimensional approach will result in the use of cutting-edge technology and processes.

Robust governance frameworks to guarantee accountability, transparency, and ethical action. To maintain university's credibility and compliance while fostering academic freedom and autonomy.

Accelerating individual career growth by utilizing current technology expertise and leading the introduction of the recent technologies

To establish an innovation ecosystem that encourages cooperation between government, business, and academia, supports entrepreneurship, and incubates startups.

4.2. <u>**UNIVERSITY CULTURE:**</u>

Establish a campus that is entirely digital and virtual, utilizing omnipresent technologies and facilitating the dissemination of technologies to all the departments, schools and the students.

Human values-based professionalism committed to excellence, service, care, integrity, collaboration, and creativity will be fostered.

5. **TRANSFORMING EDUCATION VIA EQUALITY, CREATIVE THINKING AND INCLUSIVENESS**.

To guarantee fair access to education, encourage diversity among the faculty and student body, and establish a welcoming campus community that honours all points of view.

Maintaining strict quality assurance procedures and pursuing accreditation to guarantee that the institution's educational programmes adhere to the highest standards.

6. **RESILIENCE AND ADAPTABILITY**:

To strengthen institutional resilience in order toswiftly adjust to changing conditions and navigate uncertainties such as pandemics, economic upheavals, and geopolitical changes.

7. **ALUMNI ENGAGEMENT**:

To foster a robust and involved network of former students who assist current students, aid in the expansion of the university, and act as representatives of the establishment.

8. **CULTURAL EXCHANGE**:

To foster appreciation and understanding of other cultures by organising international gatherings, highlighting diversity, and giving students the chance to interact with various cultures.

9. **DATA PRIVACY AND ETHICS**:

To create guidelines and procedures to protect faculty and student information while guaranteeing data privacy and moral application of new technologies. 20. Continuous Improvement: To put into practice a process of continuous improvement that includes routine evaluation, gathering of feedback, and strategy adaptation to meet changing opportunities and challenges.